



UNC
SCHOOL OF MEDICINE

Working on Women in Science

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WOWS - Specific Aims

1. Assist in the recruitment of women faculty
2. Facilitate the retention of women faculty
3. Enhance the likelihood of professional success and representation within the institutional leadership of women in science

WOWS Background

NSF grant application in 2006 led to:

- » **Baseline data for 20 basic science departments**
- » **New collaborations between College of Arts and Sciences and Health Affairs**
- » **Raising the consciousness of institutional leaders in regard to the issues of recruitment, retention, and progression of women in science**



WOWS Background (continued)

Our pipeline in SOM is primed...career development awards

- » NIH: Building Interdisciplinary Careers in Women's Health (2000-) and other K12
- » Intramural: Simmons Scholars and Translational Program
- » ELAM



WOWS Preliminary Studies

New data -- there are now more PhD in clinical departments in the School of Medicine than in basic science departments in School of Medicine → broaden scope

Preliminary Studies

- New Provost
- New Vice-Dean
Medicine
- Seed funding
- Steering Committee



WOWS Methods

SA 1: Recruitment of Women Faculty

Goal: recruitment should be proportional to pool of potential applicants.



CLRT Players – University of Michigan – four performances for women faculty, mixed faculty, and administrators in November 2007

SA 1: Recruitment of Women Faculty

(continued)

Goal: recruitment should be proportional to pool of potential applicants.

- WOWS Scholars in College of Arts and Sciences
- ...and School of Medicine
- ...and School of Dentistry (TBN)



WOWS Methods (continued)



Victoria Fraser, MD
WUSTL – SOM
WOWS - November

Bonita Stanton, MD –
APWIMS - October



Juanita Merchant, MD PhD
CAS WOWS – March 2008

Specific Aim 2: Retention of Women Faculty

Women in Science Lectures

SA2: Retention of Women (continued)

Special projects...2007-08: Implementation of paid family leave for faculty

- **Lunch for women faculty - associate and full professors with Vice Dean, Steering Committee, and Associate Provost – September 2007**
- **Ongoing study: defining departmental risk, looking at business models, best practices**

SA2: Retention of Women (continued)

Funding for transitions - Support temporary instructional and administrative personnel to replace women on leave for family responsibilities.

WOWS Methods (continued)

Specific Aim 3 – Enhance the likelihood of professional success and leadership

- Leadership training – co-sponsoring AAMC MidCareer attendance – December 2008
- Sustain senior leadership training - ELAM

Next steps: Re-apply for NSF

- Things for which NSF important:
 - » University of Washington leadership workshops
 - » Funding researchers and studies that will transition us from being an implementation site to a transformation site
- Recognition by NSF will both affirm and lead to increased recognition by institution

Summary



Small investments in mentoring can have big dividends